

Molson Coors Brewing Company

Responsible Sourcing Principles

Introduction

Molson Coors Brewing Company (MCBC) strives to be a top performing global brewer recognized for world class corporate responsibility. We intend to conduct our business consistent with our values: Excelling, Passion, Integrity & Respect, Creativity and Quality.

These Responsible Sourcing Principles (Principles) extend our corporate responsibility practices to our complex supply chain. This chain consists of our direct suppliers (1st tier) and their suppliers (2nd tier) involved in the packaging, brewing, logistics and transportation, administration and marketing of our products around the world. The Principles apply to both 1st and 2nd Tier suppliers.

The Principles outline what we deem important and relevant to all suppliers of goods and services to our company and its subsidiaries. These Principles also apply to the suppliers to any company where we have majority ownership or governance share.

Principles

Ethical Business Practices --

MCBC has a code of business conduct 'Living Our Values' which acts as a guide to making decisions that are consistent with our values. It sets out the standards expected of all employees and agents acting on behalf of the company. We expect our suppliers to have similar standards and a process to ensure compliance. We intend to deal openly and ethically with our suppliers and in return, we ask our suppliers to:

- Comply with all relevant and applicable local and national laws and regulations.
- Maintain independence and impartiality in all business relationships.
- Avoid gifts, gratuities or entertainment in exchange for a business favor or to influence a business decision.

Working Conditions --

MCBC strives to foster open and inclusive workplaces based on recognized workplace human rights, where all employees are engaged and inspired to be the best they can be. Our Employment Principles are guided by international human rights standards, including the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact. We ask our suppliers to adopt similar practices and expect them to:

- Maintain a safe workplace and comply with all applicable local and national health and safety laws.
- Ensure working environments are free from physical or verbal harassment.

- Compensate employees fairly and competitively relative to industry and country laws and offer opportunities for skill development.
- Comply with all local and national work hours and overtime laws.
- Comply with all applicable local and national laws on freedom of association and collective bargaining.
- Prohibit the use of child, forced or compulsory labor.
- Employ people based on the principle of equal opportunities without discrimination on the grounds of age, affiliation, disability, gender, origin, race, religion or sexual orientation.

Environmental Impact--

MCBC's Quality, Environmental, Health & Safety policy and company management systems are designed to drive environmental sustainability through the company. We continuously work to reduce our environmental impact in our operations and set ambitious annual goals to improve our performance. Our suppliers should set similar commitments and:

- Efficiently use available resources to minimize or mitigate environmental impacts.
- Seek to reduce carbon emissions, discharges, waste and use of water and energy.
- Comply with local and national environmental laws, and show sensitivity to environmental issues that may impact local communities.

Alcohol Responsibility--

As core to our integrity & respect value, Molson Coors is committed to alcohol responsibility in all of our business practices. We brew the highest quality products, package and label them in accordance with applicable laws and regulations, and market them responsibly. We promote responsible sales practices throughout the supply chain. We promote responsible drinking by legally aged adults, and strive to reduce excessive, irresponsible or underage drinking. Molson Coors encourages its suppliers to educate their employees on responsible drinking, and will be supportive in sharing our information and experience in this area.

Compliance & Verification

Details regarding [compliance and verification](#) can be found on our website.